

## News and notes

### Mentoring others

There will be a BPM/NPC civilian mentoring brown bag in Wood Hall (Conference Rm. 145) from 11:30 a.m. - 12:30 p.m. Jan. 29. This is a unique opportunity to hear a variety of mentoring experiences and personal insights from some of NPC's senior civilians.

### Improving efficiency

Mandated by law, a just-completed A-76 study looked at 534 billets across MPT&E, but considered only 36 civilian billets at NPC. The study showed the 36 billets actually translated to only 20 billets worth of work. Most positions indicated for elimination were already vacant.

Ten GS-06/07 were touched by the study, but the impacted people are being placed into other jobs within NPC. "We planned the personnel moves to create the least disruption to each person and their code," said Ernest Lloyd, BUPERS human resources office. More than \$850,000 in savings resulted from the A-76 study's changes.



Photo by Pamela Warnken

**NPC Deputy Ann Stewart presents the Lean Six Sigma "black belt" to Dr. Aaron Bolin, an employee with BUPERS-34, Jan. 12. Lean Six Sigma is a process designed to fight waste, inefficiency and performance variation in an organization. The black belt signifies that an individual has attained an expert level of competence with the Lean Six Sigma tools and techniques. Improving professional credentials helps NPC hone the processes and systems to better serve the Fleet.**

### Upcoming change of command

Mark your calendars for March 6 at 10 a.m. when Rear Adm. Donald Quinn will relieve Rear Adm. Sonny Masso as commander, Navy Personnel Command. The ceremony will be held at the Northside Gym. Attire is Service Dress Blues for military and business attire for civilians.

### PERS-3 feedback

Did you know that PERS-3 has set up an electronic mailbox, [MILL\\_PERS-3\\_FEEDBACK@navy.mil](mailto:MILL_PERS-3_FEEDBACK@navy.mil)? Here anyone can provide feedback, suggestions and recommendations on how to make PERS-3 a better workplace, better serve customers and help NPC accomplish its goals and objectives.

### PERS-3 reaching out

To address concerns/issues and foster open communication, PERS-3 held all hands meetings in December. The focus was on Command Climate Survey topics. "The all hands gatherings were specifically designed to say back to the team, 'we heard your concerns and this is how your leadership plans to address them,'" said Fred Chambers, deputy PERS 3. Fair Hiring Practices and Organizational Trust and Leadership Cohesion were some of the topics covered.

### Training for success

Many NPC employees may have better success at pushing forward ideas if they take the "business case analysis" course Feb. 10-15. Whether it's a business need or a system need, this course is perfect



Courtesy photo

**These members of the BUPERS/NPC workforce contributed their time as judges for the Whitney Elementary School Work Exhibition in Memphis Nov. 13, 2008.**

**BUPERS/NPC judges were:**

**Back row: Rosendo Lindo, casualty claims examiner, Alfred Harris Sr., deputy director, EO office, IT1 Lucretia Benson, augmentation.**

**Front row: YN1(AW) Cynitra Hughes, EO administrative assistant, HM2 Lamonzo Reed, mortician, CDR Frechell Leachman, Mobilization Sailors' Advocacy Director.**

for those involved in business processes, business analysis, program analysis, strategic planning or those who manage programs. Call Latonya Callicut at 874-3283 for class reservations.

### Welcome

Capt. George Norman relieved Capt. Ron Melampy as the executive assistant to the commander of Navy Personnel Command Dec. 18, 2008.

Another special welcome-aboard goes out to BUPERS/NPC Command Deputy Equal Employment Opportunity Officer (CDEEOO) Kenneth Hines. He's located in building 768, room S305C, 901-874-3881, e-mail: [kenneth.hines@navy.mil](mailto:kenneth.hines@navy.mil).

## Motorcycle safety courses

These courses are offered free to all military, DoD Civilian, and contractor employees. You can sign up for the classes via ESAMS, contact your safety officer or call 874-4017.

- Feb. 18 AAA Driver Improvement
- March 18-19 Basic Riders Course (BRC)
- March 25 AAA Driver Improvement
- March 26 Sports Bike RC (SBRC)
- April 14 Experienced RC (ERC)
- April 15 AAA Driver Improvement
- May 20 ERC
- June 9-10 BRC
- June 11 AAA Driver Improvement
- June 30 SBRC
- July 28 AAA Driver Improvement
- July 29 ERC
- Aug. 25 ERC
- Sept. 22-23 BRC
- Sept. 24 SBRC